

A Needs Assessment for the Development of A Competency Model for Culinary Professionals

Abstract

Competency models are often used in organizations as a tool to identify and describe the knowledge, skills, abilities, personal characteristics and behavior necessary for workers to perform effectively. This paper discussed the findings of a need assessment study which has been conducted in order to identify the perceptions of job incumbents in the culinary industry regarding the development of a competency model for the profession. A total of 42 respondents were involved in the study. The analysis indicated that the needs for the development of a competency model for culinary profession named as the Culinary Competency Model are supported. A qualitative data collection by means of interviews has also been conducted to support the analysis of the questionnaire data. The findings show that there is a need to develop a competency model exclusively for culinary profession. A competency model that addresses specific competencies is essential as career guidance for people in the profession. Furthermore, by examining the results from the needs assessment, the authors add several insights on the directions for future research.

Keywords: Needs Assessment, Competency, Competency Model, Culinary